

SENATE BILL 1731

By Burks

AN ACT to amend Tennessee Code Annotated, Title 4,
Chapter 21, Part 4 and Title 50, relative to family
and medical leave.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 4, Chapter 21, Part 4, is amended by
adding the following language as a new section thereto:

4-21-409.

(a) It is a discriminatory practice for an employer to require an employee
to use the employee's vacation time while the employee is on leave pursuant to
either § 4-21-408 or the Family and Medical Leave Act of 1993, compiled in 29
U.S.C. § 2601 et seq.

(b) Nothing in this part shall be construed to prohibit an employee from
voluntarily electing to use the employee's vacation time while the employee is on
leave pursuant to either § 4-21-408 or the Family and Medical Leave Act of 1993,
compiled in 29 U.S.C. § 2601 et seq.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring
it.